BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
Norman B. Blumenthal (State Bar #068687)
Kyle R. Nordrehaug (State Bar #205975)
Aparajit Bhowmik (State Bar #248066)
2255 Calle Clara
La Jolla, CA 92037
Telephone: (858) 551-1223
Facsimile: (858) 551-1232
Email: Kyle@bamlawca.com
Website: www.bamlawca.com

Orlando Villalba (SBN 232165)
Orlando.Villalba@capstonelawyers.com
Helga Hakimi (SBN 257381)
Helga.Hakimi@capstonelawyers.com
CAPSTONE LAW APC
1875 Century Park East, Suite 1000
Los Angeles, California 90067
Telephone: (310) 556-4811
Facsimile: (310) 943-0396

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CLARA

Cardinal Health Pharmacy Wage and Hour Cases, Included Action: DEBORAH JONES and MICHAEL SALAZAR, individually, and on behalf of other members of the general public similarly situated, and as aggrieved employees pursuant to the Private Attorneys General Act ("PAGA"), Plaintiffs, vs. CARDINAL HEALTH PHARMACY SERVICES, LLC, a Delaware limited liability company; CARDINAL HEALTH, INC., an Ohio corporation; and DOES 1 through 10, inclusive, Defendants.	**JUDICIAL COUNCIL COORDINATION PROCEEDING NO. 5320** CASE NO.: 23CV419594 **MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT OF MOTION FOR FINAL APPROVAL OF CLASS SETTLEMENT AND AWARD OF ATTORNEYS' FEES, COSTS AND SERVICE AWARDS** (UNOPPOSED) Hearing Date: April 22, 2026 Hearing Time: 2:30 p.m. [*Hearing scheduled by Order dated September 3, 2025 and reset by Notice dated November 7, 2025*] Judge: Hon. Theodore C. Zayner Dept.: 19 Action Filed: July 25, 2023 Trial Date: Not set

TABLE OF CONTENTS

TABLE OF AUTHORITIES

Cases: **Page**:

I. INTRODUCTION

The parties to this action have reached a Settlement and the Court preliminarily approved the Class Action and PAGA Settlement Agreement (the "Agreement"), a true and correct copy of which is attached as Exhibit #2 to the Declaration of Norman Blumenthal ("Blumenthal Decl.").[1] In accordance with the Preliminary Approval Order dated September 3, 2025 ("Preliminary Approval Order"), the approved Class Notice has been disseminated to the Class.[2]

The purpose of this hearing is to determine whether the proposed settlement of the litigation should be finally approved. Plaintiffs Deborah Jones and Michael Salazar ("Plaintiffs") respectfully move for final approval, including attorneys' fees, costs and the service awards, and entry of the Final Approval Order and Judgment. The settlement represents an excellent result for the Class and avoids the delays, risks, and costs of further litigation. After disseminating the notice to the 733 members of the Class, there were **no objections and no requests for exclusion**, which means that the entire Class (100%) has elected to participate in the Settlement. Blumenthal Decl. ¶4. This is a positive response from the Class evidencing their collective approval of the settlement. As a result, Plaintiffs respectfully submit that the class settlement should be finally approved for the same reasons that the Court preliminarily approved the settlement as fair, reasonable, and adequate.

II. THE SETTLEMENT BEFORE THE COURT

As consideration for this Settlement, the Gross Settlement Amount to be paid by Defendants Cardinal Health Pharmacy Services, LLC and Cardinal Health, Inc. ("Defendants") is One Million Seven Hundred Twenty-FiveThousand Nine Hundred Sixteen Dollars and Thirty Two Cents ($1,725,916.32) (the "Gross Settlement Amount"). (Agreement at ¶¶ 1.21, 3.1 and 9.) The original Gross Settlement Amount of One Million Five Hundred Fifty Thousand Dollars ($1,550,000) was increased by $175,916.32 due to the Agreement's Escalator Clause, which was triggered. (Agreement at ¶ 9.) Under the Settlement, the Gross Settlement Amount consists of the following

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[1] Capitalized terms are defined in the Agreement.

[2] The "Class" is defined as "all individuals who are or were directly employed by Defendants in California and classified as a non-exempt employee at any time during the Class Period." (Preliminary Approval Order at ¶ 5.) The "Class Period" is defined as "October 8, 2020 through May 13, 2025." *Id.*

elements: (1) payment of the Individual Class Payments to the Participating Class Members; (2) Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment; (3) Administration Expenses Payment; (4) the Class Representative Service Payments to the Plaintiffs; and (5) the PAGA Penalties payment. (Agreement at ¶ 1.21.) Blumenthal Decl. ¶3(a). The Gross Settlement Amount does not include Defendants' share of payroll taxes. (Agreement at ¶ 3.1.) The Gross Settlement Amount shall be all-in with no reversion to Defendants. (Agreement at ¶ 3.1.) Blumenthal Decl. ¶3(b). The following is a table of the key financial terms of the Settlement and the proposed deductions:

$1,725,916.32 (Gross Settlement Amount **-** increased from $1,550,000 due to triggering of Escalator clause. Agreement at ¶9)
- $20,000 (Plaintiffs' proposed service awards - not to exceed $10,000 each)
- $45,000 (Class Counsel Litigation Expenses - not to exceed amount)
- $575,305.44 (Class Counsel Fees Payment - not to exceed one-third of settlement)
- $50,000 (PAGA Penalties - 75% to LWDA / 25% to Aggrieved Employees)
- $9,890 (Administration Expenses Payment - not to exceed amount)

$1,025,720.88 (Net Settlement Amount)

The specific details of the Settlement were discussed in the Motion for Preliminary Approval and are set forth again in the Declaration of Blumenthal at ¶¶ 3(c)-3(i).

The Settlement is fair, adequate and reasonable to the class and should be finally approved for the same reasons the Court granted preliminary approval of the Settlement, agreeing that the settlement is "fair, adequate, and reasonable." (Preliminary Approval Order at ¶ 3.) In sum, the Settlement valued at $1,725,916.32 is an excellent result for the Class. This result is particularly favorable in light of the fact that liability and class certification in this case were far from certain in light of the defenses asserted by Defendants. Given the complexities of this case, the defenses asserted, the uncertainty of class certification, along with the uncertainties of proof at trial and appeal, the proposed settlement is fair, reasonable and adequate, and should be finally approved. Blumenthal Decl. ¶3(j).

III. GENERAL STANDARDS APPLICABLE TO JUDICIAL REVIEW AND APPROVAL OF CLASS ACTION SETTLEMENTS

Settlements of disputed claims are favored by the courts. *Huens v. Tatum*, 52 Cal.App.4th 259, 265 (1997). In evaluating settlements, the courts have long recognized that compromise is particularly appropriate since such litigation is difficult and notoriously uncertain. *7-Eleven Owners* *for Fair Fran. v. Southland Corp.*, 85 Cal.App.4th 1135, 1151 (2000) ("[V]oluntary conciliation and settlement are the preferred means of dispute resolution. This is especially true in complex class action litigation.")

The court must decide whether the proposed settlement falls within the range of reasonable settlements, taking into account that settlements are compromises between the parties reflecting subjective, unquantifiable judgments concerning the risks and possible outcomes of litigation. *See Wershba v. Apple Computer*, 91 Cal. App. 4th 224, 246 (2001) ("The proposed settlement is not to be judged against a hypothetical or speculative measure of what might have been achieved had plaintiffs prevailed at trial.") In *Wershba*, the Court explained that "the merits of the underlying class claims are not a basis for upsetting the settlement of a class action." *Id.*; *see also 7-Eleven*, *supra*, at 1150.

In these cases, courts have repeatedly emphasized that there is a strong initial presumption that the compromise is fair and reasonable. *Wershba*, 91 Cal.App.4th at 245. Courts should not substitute their judgment for that of the parties who negotiated the settlement. *Id.* at 246. The presumption of fairness exists where: (1) investigation and discovery are sufficient to allow counsel and the court to act intelligently; (2) the settlement is reached through arm's-length bargaining; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small. *Dunk v. Ford Motor Co.*, 48 Cal.App.4th 1794, 1801 (1996). Here, the facts and circumstances compel the conclusion that the proposed settlement satisfies that standard and the presumption applies.

IV. THE SETTLEMENT IS FAIR, REASONABLE AND ADEQUATE

The Court must determine whether the settlement is fair, adequate, and reasonable. *Dunk v. Ford Motor Co.*, 48 Cal.App.4th 1794, 1801 (1996); *see also Officers for Justice v. Civil Service Com'n*, 688 F.2d 615, 625 (9th Cir. 1982). The trial court has broad discretion to determine whether the settlement is fair. *Cellphone Termination Fee Cases*, 180 Cal.App.4th 1110, 1117 (2009). "The well-recognized factors that the trial court should consider in evaluating the reasonableness of a class action settlement agreement include 'the strength of plaintiffs' case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.'" *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116, 128 (2008); *see also Munoz v. BCI Coca-Cola Bottling Co. of L. A.*, 186 Cal.App.4th 399, 408 (2010).

The list of factors is not exhaustive and should be tailored to each case. *Dunk*, *supra*, at 1801. Due regard should be given to what is otherwise a private consensual agreement between the parties. *Id.* The inquiry "must be limited to the extent necessary to reach a reasoned judgment that the agreement is not the product of fraud or overreaching by, or collusion between, the negotiating parties, and that the settlement, taken as a whole, is fair, reasonable and adequate to all concerned." *Id*. "Ultimately, the [trial] court's determination is nothing more than 'an amalgam of delicate balancing, gross approximations and rough justice.' [Citation omitted.]" *Id.*

These factors are analyzed seriatim below, and all support final approval of the class action settlement before this Court, consistent with this Court's Preliminary Approval Order.

A. The Settlement Satisfies the California Test for Fairness

1. <u>The Investigation and Analysis of Documents are Sufficient to Allow Counsel and the Court to Act Intelligently</u>

Over the course of more than a year of litigation, the Parties engaged in the investigation of the claims, including the production of documents, class data, and other information, allowing for the full and complete analysis of liabilities and defenses to the claims in this Action. The procedural history and investigation performed was detailed at length in support of the motion for preliminary approval. The Settlement was the product of one arms-length mediation and contentious negotiations, both during and after mediation, presided over by mediator Marc Feder, Esq. The details of the litigation are set forth in the Blumenthal Decl. at ¶¶ 6(a)-6(g).

2. <u>The Settlement was Reached Through Arm's Length Bargaining</u>

This settlement is the result of extensive and hard-fought litigation as well as negotiations before an experienced and well-respected mediator. Defendants has expressly denied and continues to deny any wrongdoing or legal liability arising out of the conduct alleged in the Action. Plaintiffs and Class Counsel have determined that it is desirable and beneficial to the Class to resolve the

Released Class Claims of the Class in accordance with this Settlement, based upon the experience of Class Counsel who has previously litigated similar claims against other employers. Blumenthal Decl. ¶7(a).

The Parties attended an arms-length mediation session with Marc Feder, Esq., a respected and experienced mediator of wage and hour class actions, in order to reach this Settlement. In preparation for the mediation, Defendants provided Plaintiffs and Class Counsel with payroll and employment data and other information regarding the Class Members, various internal documents, and other compensation and employment-related materials. Class Counsel analyzed the data with the assistance of damages expert Berger Consulting and prepared and submitted a mediation brief to the mediator. Following the all-day mediation session, with after arms' length negotiations both during and after the mediation, the Parties agreed to this Settlement based upon a mediator's proposal. Blumenthal Decl. ¶7(b).

The fact that the settlement was negotiated with the assistance of an experienced mediator supports approval. *Alberto v. GMRI, Inc*., 252 F.R.D. 652, 666 (E.D. Cal. Jun 24, 2008); *Glass v. UBS Fin. Servs.*, 2007 U.S. Dist. LEXIS 8476; 15 Wage & Hour Cas. 2d (BNA) 1330, at *15 (N.D. Cal. 2007) ("The settlement was negotiated and approved by experienced counsel on both sides of the litigation, with the assistance of a well-respected mediator with substantial experience in employment litigation[, and] this factor supports approval of the settlement").

From January 2025 to June 2025, the settlement agreement and exhibits thereto were finalized and executed. The Court granted Plaintiffs' Motion for Preliminary Approval, and entered an Order approving the settlement as fair, adequate, and reasonable to the Class on September 3, 2025. Blumenthal Decl. ¶7(c).

3. Class Counsel is Experienced in Similar Litigation

Class Counsel in this matter has extensive class action experience and has represented thousands of persons in class actions including employment litigation, wage and hour class actions, and complex litigation. Class Counsel has previously litigated wage and hour class actions involving employees and claims similar to this case and have been approved as experienced class counsel during contested motions in state and federal courts throughout California. The experience of counsel and class action cases managed and settled by the Class Counsel in this action is provided to the Court in the Blumenthal Decl. at Exhibit #1. Class Counsel have participated in every aspect of the settlement discussions and have concluded the settlement is fair, adequate and reasonable and in the best interests of the Class. Blumenthal Decl. ¶ 3(j).

4. There Are No Objections and No Requests for Exclusion

The reaction of the Class unequivocally supports approval of the Settlement. On August 8, 2025, the Administrator mailed the Court-approved Class Notice to the Class Members, which provided each class member with the terms of the Settlement, including notice of the claims at issue and the financial terms of the settlement, including the attorneys' fees, costs, and service award that were being sought, how individual settlement awards would be calculated, and the specific, estimated payment amount to that individual. *See* Declaration of Stacey Shim ("Shim Decl.") ¶ 7, Exh. A. In disseminating the notice, the Administrator followed the notice procedures authorized by the Court in its Preliminary Approval Order. On October 13, 2025, Defense Counsel discovered that an additional 43 individuals had been inadvertently omitted from the Class Data. Shim Decl. ¶ 8. Therefore, pursuant to an agreement among the Parties, a supplemental notice was sent to the additional 43 individuals on November 4, 2024. Shim Decl. ¶¶ 11-12. Significantly, there have been **no objections and no requests for exclusion from the 733 total Class Members**. Shim Decl. ¶¶ 17-20. As such, the entire Class (100%) will participate in the Settlement and will be sent a settlement check. *Id.* Blumenthal Decl. ¶4.

The absence of any objector strongly supports the fairness, reasonableness and adequacy of the Settlement. *See In re Austrian & German Bank Holocaust Litigation*, 80 F.Supp.2d 164, 175 (S.D.N.Y. 2000) ("If only a small number of objections are received, that fact can be viewed as indicative of the adequacy of the settlement."); *Stoetzner v. U.S. Steel Corp.*, 897 F.2d 115, 118-119 (3d. Cir. 1990) (29 objections out of 281 member class "strongly favors settlement"); *Laskey v. Int'l Union*, 638 F.2d 954 (6th Cir. 1981) (The fact that 7 out of 109 class members objected to the proposed settlement should be considered when determining fairness of settlement). Here, where there are no objections, the approval of the class is evident.

5. The Strength of Plaintiffs' Case

The Action generally alleges that Plaintiffs and other Class Members were not properly paid all overtime wages for hours worked and at the correct rate of pay, were not provided meal and rest periods or paid premiums at the correct rate of pay in lieu thereof, were not timely paid earned wages, were not provided reimbursement for required expenses, were not paid accrued and used sick pay at the correct rate of pay, were not provided accurate itemized wage statements, and were not paid all wages at the time of termination. The Action seeks unpaid wages, penalties, attorney fees, litigation costs, and any other equitable or legal relief allegedly due and owing to Plaintiffs and the other Class Members by virtue of the foregoing claims. Blumenthal Decl. ¶5.

Where both sides face significant uncertainty, the attendant risks favor settlement. *Hanlon v. Chrysler Corp.*, 150 F.3d 1011, 1026 (9th Cir. 1998). Here, a number of defenses asserted by Defendants present serious threats to the claims of the Plaintiffs and the other Class Members. Defendants maintain that its practices complied with all applicable wage and hour laws. Defendants maintains that all Class Members' work time was properly recorded and compensated. Defendants established they had a valid alternative workweek election, negating the claim for unpaid overtime. Defendants contend that their meal and rest period policies and practices provide Class Members with meal and rest periods. As to expense reimbursement, Defendants maintain that they did not fail to provide reimbursement for necessary business expenses because, among other things, the alleged expenses were convenient and voluntary, and therefore not were required expenses giving rise to reimbursement. Defendants could argue that the decisions in *Brinker v. Superior Court,* 53 Cal. 4th 1004 (2012), *Lockheed Martin Corp. v. Superior Ct.*, 29 Cal. 4th 1096, 1108 (2003), and *Salazar v. See's Candy Shops Inc.*, 64 Cal.App.5th 85 (2021), weakened Plaintiffs' claims in terms of liability and value, and preclude claims from proceeding on a class or representative basis. Defendants also maintain that a good faith dispute and absence of willfulness would negate the claims for waiting time penalties and/or failure to provide accurate itemized wage statements. See e.g. *Naranjo v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024) ("if an employer reasonably and in good faith believed it was providing a complete and accurate wage statement in compliance with the requirements of section 226, then it has not knowingly and intentionally failed to comply with the wage statement law.") If successful, Defendants' defenses could eliminate or substantially reduce any recovery to the Class.

While Plaintiffs believe that these defenses could be overcome, Defendants maintain these defenses have merit and therefore present a serious risk to recovery by the Class. Blumenthal Decl. ¶8(a).

In a similar wage and hour case, the federal district court in *Hopson v. Hanesbrands Inc.*, 2009 U.S. Dist. LEXIS 33900 (N.D. Cal. 2009), explained in approving an overtime class action settlement:

> Plaintiffs may have a strong case, but the risks inherent in continued litigation are great. Defendants strongly deny liability for Plaintiffs' principal claim... [...T]he gross settlement amount and the Class Members' expected net recovery, after fees and other costs are deducted, appear to be a reasonable compromise, in light of the risks of litigation.

2009 U.S. Dist. LEXIS 33900 at *19-20 (N.D. Cal. 2009); *see also Browning v. Yahoo!, Inc.*, 2007 U.S. Dist. LEXIS 86266, at *30 (N.D. Cal. 2007) ("In considering the strength of Plaintiff's case, legal uncertainties at the time of settlement - particularly those which go to fundamental legal issues - favor approval."). As recognized in a federal decision approving settlement of an overtime wage class action:

> The potential complexity and possible duration of trial also weigh in favor of granting final approval. Plaintiffs acknowledge the difficulties of proving damages, recognize the uncertainty of outcome, and believe defendant would appeal in the event of adverse judgment. A post-judgment appeal would require many years to resolve and delay payment to class members. Plaintiffs believe the benefits of a guaranteed recovery today outweigh an uncertain future result. Accordingly, plaintiffs argue, and the Court agrees, the actual recovery confers substantial benefits on the class that outweigh the potential recovery through full adjudication.

Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118, *9 (S.D. Cal. 2009); *see also Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 U.S. Dist. LEXIS 78314, *14 (S.D. Cal. 2008).

There was also a significant risk that, if the Action was not settled, Plaintiffs would be unable to obtain class certification and thereby not recover on behalf of any employees other than themselves Defendants argued that the individual experience of each putative class member varied with respect to the claims, which would preclude the claims from proceeding on a class basis. For instance, Plaintiffs' meal and rest period claims would require individualized inquiries into whether each employee took a compliant meal or rest period on a given shift and, if not, why. Plaintiffs are aware of other cases where class certification of similar claims was denied. *See e.g. Cacho v. Eurostar, Inc.*, 43 Cal. App. 5th 885 (2019) (denying certification of rest break claims). Finally, even if class certification was successful, as demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank National Association*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for a class-wide recovery even where a class has been certified. While other cases have approved class certification of wage and hour claims, class certification in this Action would have been hotly disputed and was by no means a foregone conclusion. Blumenthal Decl. ¶8(b).

In sum, the Settlement is a fair and reasonable result, and provides the Class with a significant recovery, particularly when viewed in light of the fact that the Defendants asserted serious and substantial defenses both to liability and to class certification. The maximum and average class member allocation (in addition to their Individual PAGA Payment) are $3,204.13 and $1,399.35, respectively. *See* Shim Decl. ¶ 23. Given the complexities of this case, the defenses, along with the uncertainties of proof and appeal, the proposed Settlement is fair, reasonable and adequate, and should be finally approved. Blumenthal Decl. at ¶8(e).

6. <u>The Risk, Expense, Complexity, and Likely Duration of Further Litigation</u>

As demonstrated by the decision in *Duran*, the complexities and duration of further litigation cannot be overstated. There is little doubt that Defendants would post a bond and appeal in the event of an adverse judgment. A post-judgment appeal by Defendants would have required many more years to resolve, assuming the judgment was affirmed. If the judgment was not affirmed in total, then the case could have dragged on for years after the appeal. The benefits of a guaranteed recovery today outweigh an uncertain result three or more years in the future. Blumenthal Decl. ¶8(c).

Plaintiffs and Class Counsel recognize the expense and length of a trial against Defendants through possible appeals which could take at least another two or three years. Class Counsel also have taken into account the uncertain outcome, the risk of litigation, especially in complex actions such as this one. Class Counsel are also mindful of and recognize the inherent problems of proof under, and alleged defenses to, the claims asserted in the Action. Moreover, post-trial motions and appeals would have been inevitable. Costs would have mounted and recovery would have been delayed if not denied, thereby reducing the benefits of an ultimate victory. The Settlement confers substantial benefits upon the Class. Based upon their evaluation, Plaintiffs and Class Counsel have determined that the Settlement set forth in the Agreement is in the best interest of the Class. Blumenthal Decl. ¶8(c).

Although Plaintiffs and Class Counsel believe that their case has merit, which Defendants continue to vigorously deny, they recognized the potential risks both sides would face if litigation of the Action continued. As the federal court held in *Glass*, where the parties faced uncertainties similar to those in this litigation:

> In light of the above-referenced uncertainty in the law, the risk, expense, complexity, and likely duration of further litigation likewise favors the settlement. Regardless of how this Court might have ruled on the merits of the legal issues, the losing party likely would have appealed, and the parties would have faced the expense and uncertainty of litigating an appeal. "The expense and possible duration of the litigation should be considered in evaluating the reasonableness of [a] settlement."

Id. at *12.

7. <u>The Amount Offered in Settlement</u>

The Settlement in this case is fair, reasonable and adequate considering Defendants' defenses to Plaintiffs' claims. As set forth in the Declaration of Nordrehaug in support of preliminary approval which discussed the value of the class claims in detail, the Gross Settlement Amount compares favorably to the value of the claims. Based upon 733 Class Members who collectively worked an estimated 76,830 workweeks, the Gross Settlement Amount provides an average value of $2,354.59 per Class Member and $22.46 per workweek and, after deductions, the Net Settlement Amount provides an average recovery of $1,399.34 per Class Member and a recovery of $13.35 per workweek. Blumenthal Decl. at ¶8(d).

The calculations to compensate for the amount due for the Class at the time of the mediation were calculated by Berger Consulting, Plaintiffs' damage expert. As to the Class whose claims are at issue in this Action, Plaintiffs used the expert to analyze the data and determine the potential unpaid wages for the employees. The the maximum potential damages for alleged off-the-clock work at one hour per week was $3,399,337, the maximum potential damages for the alleged miscalculation of the regular rate when paying overtime is $7,818, the maximum potential damages for the alleged miscalculation of the regular rate when paying meal premiums was $2,252, the maximum potential damages for alleged meal period violations were estimated to be $423,330 based upon a 10% violation rate observed in the time records and after deduction of meal period premiums paid by Defendants, the maximum potential damages for alleged rest period violations were estimated to be $802,535 based upon the same 10% violation rate for shifts worked by the Class observed for meal periods, and the maximum potential damages for the alleged failure to reimburse business expenses were calculated to be $83,110 based upon $5 per month. In total, the damages for the Class were calculated to have a maximum potential total value of $4,718,382. In addition, Plaintiffs calculated that the maximum value of the potential waiting time penalties were between $1,663,956 and $3,327,912, depending on the predicate violation, and the maximum value of the potential wage statement penalties were $932,750.[3] Defendants vigorously disputed Plaintiffs calculations and exposure theories. Blumenthal Decl. ¶8(d).

Consequently, the Gross Settlement Amount represents more than 32% of Plaintiffs' calculation of the potential maximum damages at issue for the Class in this case, assuming these amounts could all be proven in full at trial.[4] Importantly, the recent decision that good faith belief of compliance by the employer in *Naranjo v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024), could completely negate the claims for waiting time and wage statement penalties, even if wages were owed to the class. The maximum calculations should then be realistically risk rated in consideration for both the risk of class certification and the risk of establishing class-wide liability on all claims. Given the amount of the Settlement as compared to the potential value of the claims, the Settlement is most certainly fair and reasonable.[5] Clearly, the goal of this litigation has been met. Blumenthal Decl. ¶8(d).

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[3] While Plaintiffs alleged claims for statutory penalties pursuant to Labor Code Sections 203 and 226, at mediation these claims are subject to additional, separate defenses asserted by Defendants, including, a good faith dispute defense as to whether any wages were owed given Defendants' position that Plaintiffs and Class Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal.App.4th 576, 584 (2010) ("There is no willful failure to pay wages if the employer and employee have a good faith dispute as to whether and when the wages were due.").

[4] Because the PAGA claim is not a class claim and primarily is paid to the State of California, Plaintiffs did not included the PAGA claim in this discussion of the value of the class claims. The PAGA claim was addressed in the Declaration of Kyle Nordrehaug at ¶33 filed in support of Plaintiffs' Motion for Preliminary Approval.

[5] See *Glass v. UBS Fin. Servs.*, 2007 U.S. Dist. LEXIS 8476 (N.D. Cal. 2007) (approving a settlement where the settlement amount constituted approximately 25% of the estimated overtime

V. THE REQUESTED ATTORNEYS' FEES, COSTS AND SERVICE AWARD SHOULD BE APPROVED

A. The Attorneys' Fees are Reasonable and Supported by the Percentage of the Fund Method

Class Counsel seeks a fee award calculated at one-third (1/3) of the total value of the settlement for the successful prosecution and resolution of this action. California state and federal courts have recognized that an appropriate method for determining award of attorneys' fees is based on a percentage of the total value of benefits to class members by the settlement. *Wershba v. Apple Computer, Inc.*, 91 Cal.App.4th 224, 254 (2001); *Serrano v. Priest*, 20 Cal.3d 25, 34 (1977; *Boeing Co. v. Van Gemert*, 444 U.S. 472, 478 (1980); *Vincent v. Hughes Air West, Inc.*, 557 F.2d 759, 769 (9th Cir. 1997). The purpose of this equitable doctrine is to avoid unjust enrichment to the Class and to "spread litigation costs proportionally among all the beneficiaries so that the active beneficiary does not bear the entire burden alone." *Vincent*, 557 F.2d at 769.

The California Supreme Court has provided guidance regarding the award of attorneys' fees in wage and hour class action settlements. Under California law, the award of attorneys' fees in common fund wage and hour class action settlements should start with the percentage method. *See Laffitte v. Robert Half Int'l*, 1 Cal. 5th 480, 503 (2016) ("We join the overwhelming majority of federal and state courts in holding that when class action litigation establishes a monetary fund for the benefit of the class members, and the trial court in its equitable powers awards class counsel a fee out of that fund, the court may determine the amount of a reasonable fee by choosing an appropriate percentage of the fund created"). Under the percentage of the fund method, a court's objective remains to "mimic the market" in fixing a reasonable fee. *See Gaskill v. Gordon*, 160 F.3d 361, 363 (7th Cir. 1998).

First, the fee award representing one-third of the fund clearly falls within that range and is

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damages for the class); *Stovall-Gusman v. W.W. Granger, Inc.*, 2015 U.S. Dist. LEXIS 78671, at *12 (N.D. Cal. 2015) (granting final approval where "the proposed Total Settlement Amount represents approximately 10% of what class might have been awarded had they succeeded at trial."); *Viceral v. Mistras Grp., Inc.*, 2016 WL 5907869 (N.D. Cal. 2016) (approving wage and hour class action settlement amounting to 8.1% of full value); *Ma v. Covidien Holding, Inc.*, 2014 WL 2472316, (C.D. Cal. 2014) (approving wage and hour class action settlement worth "somewhere between 9% and 18%" of maximum valuation).

consistent with other rulings of other courts and comprehensive surveys of class action settlements and fee awards. Attorneys' fees awards of one-third of the fund are within the expected range in the market in legal services. *See* Fitzpatrick, *An Empirical Study of Class Action Settlements and Their Fee Award*, 7 J. Empirical Leg. Stud. 811, 833 (2010) (analyzing 444 cases between 2006-2007 and concluding that "[m]ost fee awards were between 25 percent and 35 percent"). In *Laffitte*, the Court expressly approved of a one-third fee award. Such similar awards by other Courts are set forth in the Blumenthal Decl. ¶11.

Second, the results delivered by Class Counsel also support the requested percentage of the fund. Here, Plaintiffs and their counsel secured a $1,725,916.32 settlement for the benefit of the Class, and not one Class Member objected. The Settlement was possible because Defendants recognized the risks that Plaintiffs could potentially prevail on any or all of the contested issues regarding liability, and obtain class certification. Blumenthal Decl. ¶10(f). In successfully navigating these hurdles Class Counsel displayed the necessary skills in both wage and hour and class action litigation. Moreover, as discussed above, there were significant risks to the contingent litigation. *See Barbosa v. Cargill Meat Solutions Corp.*, 297 F.R.D. 431, 449 (E.D. Cal. 2013) ("**Like this case, where recovery is uncertain, an award of one-third of the common fund as attorneys' fees has been found to be appropriate**.")

Third, "the response of the class members to attorneys' fee notice, though not decisive, is relevant to the … reasonable determination" regarding fees. *Swedish Hospital v. Shalala*, 1 F.3d 1261, 1272 (D.C. Cir. 1993). A positive response rate tends to suggest that the court's "approximation of the market" for fees is well supported. *Id.* at 1269. Here, the Class Notice specifically notified the Class that Class Counsel would be seeking a one-third fee award. Again, there were no objections.

Fourth, it is recognized that one of the primary factors justifying an enhanced attorney's fees reward is the attendant risks inherent in the litigation. Here, it is clear that a settlement fund of $1,725,916.32 has been created. For Class Counsel, the fees here were wholly contingent in nature and the case presented far more risk than the usual contingent fee case. Among the risks was the cost inherent in class action litigation, as well as a long battle with a corporate Defendants who had retained a premier and highly experienced defense firm. **Counsel retained on a contingency fee basis, whether in private matters or in class action litigation, is entitled to a premium above their hourly rate in order to compensate for both the risks and the delay in payment.** *See e.g. Stanger v. China Elec. Motor, Inc.*, 812 F.3d 734, 741 (9th Cir. 2016) (courts "must" apply a risk enhancement); *Stetson v. Grissom*, 821 F.3d 1157, 1166 (9th Cir. 2016) (abuse of discretion not to apply risk multiplier).

Fifth, the requested fee award is supported by the lodestar cross-check. The reasonableness of the requested attorneys' fee of one-third equal to $575,305.44 is also established by reference to Class Counsel's lodestar in this matter. **The contemporaneous billing records for Class Counsel evidence that through October 16, 2025, Class Counsel's total lodestar is $344,752.50, with significant additional fees still to be incurred to complete final approval and the settlement process**. See Blumenthal Decl. at ¶12 and Exhibit #3 [lodestar of $180,995.00; Declaration of Raul Perez ("Perez Decl.") at ¶ 19 [lodestar of $163,757.50]. The requested fee award is therefore currently equivalent to Class Counsel's total lodestar with a reasonable multiplier cross-check of less than 1.7, and there will be additional lodestar incurred by Class Counsel to complete the settlement process and manage the settlement distribution and reports. Blumenthal Decl. at ¶12. Such a multiplier cross-check is below the range of multipliers approved in other cases such as *Lafitte* and *Vizcaino v. Microsoft Corp.*, 290 F.3d 1043, 1051 (9th Cir. 2002), and therefore establishes the reasonableness of the fee percentage award.[6]

For such reasons, Class Counsel's request for attorneys' fees in the amount of one-third of the common fund is fair and reasonable, and should be approved.

B. The Reimbursement of Litigation Expenses

The Agreement provides at paragraph 3.2(b), that Class Counsel may seek a "Class Counsel

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[6] See *Laffitte*, *supra*, 1 Cal.5th at 487 (approving 1/3 fee award with 2.13 multiplier); *Vizcaino supra*, at 1051(3.65 multiplier approved); *Pellegrino v. Robert Half Intern., Inc.*, 182 Cal.App.4th 278 (2010) (in class actions reasonable multipliers of 2.0 to 4.0 are often applied); *Wershba*, 91 Cal. App. 4th at 255 ("multipliers can range from 2 to 4 or even higher."); *In re Sutter Health Uninsured Pricing Cases*,171 Cal.App.4th 495, 512 (2009) (affirming 2.52 multiplier as "fair and reasonable"); *Chavez v. Netflix, Inc.*, 162 Cal.App.4th 43, 66 (2008) (affirming 2.53 multiplier as well within the approved range of 2 to 4).

Litigation Expenses Payment of not more than $45,000." Class Counsel requests reimbursement for incurred litigation expenses and costs in the amount of $24,495.46 based upon counsel's billing records, which is less than the "not to exceed" amount. These litigation expenses include filing fees, mediation expenses, expert expenses (Berger Consulting), attorney service charges (OneLegal, Knox, and Case Anywhere), Courier Fees, Filings & Service of Process, and research charges, all of which are costs normally billed to the client.[7] The details of the litigation expenses incurred are set forth the Blumenthal Decl. at ¶13 and Exhibit #3 [expenses of $16,605.28] and Perez Decl. at ¶ 24 [expenses of $7,890.18]. Because these incurred expenses were necessary to the successful prosecution of these claims, the request should be granted.

C. The Service Award Is Reasonable and Should be Approved

Plaintiffs respectfully submits that for their service as the class representatives, Plaintiffs should be awarded the agreed service awards of $10,000 each, in accordance with the Agreement for their time, risk and effort expended on behalf of the Class as the class representatives. (Agreement at ¶ 3.2(a).) Defendants have agreed to these payments and there have been no objections to the requested service awards. The Blumenthal Decl., at ¶14, provides a long list of equivalent service awards approved in California in similar cases, which further supports the request in this case. Plaintiffs' Declarations in support of this request are attached as Exhibits #5 and #6 to the Blumenthal Decl.

As the representatives of the Class, Plaintiffs performed their duties to the Class admirably and without exception. Plaintiffs worked extensively with Class Counsel during the course of the litigation, responding to numerous requests, searching for documents, working with counsel, and reviewing the settlement documentation. Blumenthal Decl. at ¶ 14. Plaintiffs' Declarations detail the involvement, stress and risks they undertook as a result of this Action. Plaintiffs also assumed the serious risk that they might possibly be liable for costs and fees to Defendants, as well as the

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[7] Nontaxable costs are properly awarded where authorized by the parties' agreement. *Stetson*, 821 F.3d at 1165. Accordingly, "[e]xpenses such as reimbursement for travel, meals, lodging, photocopying, long-distance telephone calls, computer legal research, postage, courier service, mediation, exhibits, documents scanning, and visual equipment are typically recoverable." *Rutti v. Lojack Corp., Inc.*, 2012 WL 3151077, at *12 (C.D. Cal. 2012).

reputational risk of being "blacklisted" by other future employers for having filed a class action on behalf of employees. Blumenthal Decl. at ¶15. Without Plaintiffs' participation, cooperation and information, no other employees would be receiving any benefit. Blumenthal Decl. at ¶¶ 15-16.

The payment of service awards to successful class representatives is appropriate and the amount of $10,000 is well within the currently awarded range for similar settlements. *See, e.g.*, *Andrews v. Plains All Am. Pipeline L.P.*, 2022 U.S. Dist. LEXIS 172183, at *11 (C.D. Cal. 2022) (finding that the requested service awards of $15,000 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist. LEXIS 149865, at *19 (N.D. Cal. 2019) (granting request for $12,500 service award); *Mathein v. Pier 1 Imps. (U.S.), Inc.,* 2018 U.S. Dist. LEXIS 71386 (E.D. Cal. 2018) (awarding $12,500 where average class member payment was $351); *Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 WL 4473183, *7 (S.D. Cal. 2008) (awarding $25,000 service award to each of six plaintiffs in overtime class action); *Glass v. UBS Fin. Servs.*, 2007 WL 221862, *16-17 (N.D. Cal. 2007) (awarding $25,000 service award in overtime class action).

VI. CONCLUSION

Plaintiffs respectfully request that the proposed settlement be finally approved as fair, reasonable and adequate and requests entry of the Final Approval Order and Judgment.

Respectfully submitted,

Dated: March 26 2026

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
By: /s/ Kyle Nordrehaug
Kyle R. Nordrehaug
Attorneys for Plaintiffs